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ABSTRACT

The status of unionism among librarians in public and academic libraries, with emphasis on the years 1972 to 1975, is the subject of a report based on a search of the literature. The first section gives an indication of the frequency and mood of comment in the current professional literature. There follows a brief summary of library union development from 1914 through 1970, and more detailed reports on activities in specific libraries from 1970 to 1975. Specific libraries are also targeted in the sections on the agency shop and strikes. Three tables provide data on public library unions without collective bargaining contracts, strikes by library workers (1958-1968), and state anti-strike provisions as of 1972. Suggestions for further study and a bibliography are included. (Author/LS)

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LIBRARIANS AND THEIR UNIONS

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INTRODUCTION

What is the status of unionism among librarians? This study presents a partial answer, concerning itself almost exclusively with librarians in the public and academic areas in the United States.

The first section of the study, Unions in the Literature, gives an indication of the frequency and mood of comment on this question in current professional literature.

The next section, Library Union History, is a brief summary of library union development from 1914 through about 1970 and then a more detailed report on specific libraries from about 1970 through May, 1975.

The last two sections, The Agency Shop, and Strikes, report on current use of these two union tools. Once again, the emphasis here is on reports about specific libraries.

Although the failure of follow-up procedures by several library periodicals prevents giving a complete story of union activity in some of the localities mentioned in this study, the reader should note that to gain the fullest information on activity in a specific library it is necessary to read both reports (one in the Library Union History section, the other in the Strike section) for those libraries covered in both sections.

The individual reports, which make up so much of the text of this study, consist mainly of material gathered in a thorough literature search covering January, 1972 through May, 1975. Lengths of individual reports generally are in direct proportion to the amount of publicity given to the unionization movement at individual libraries.

In lieu of footnotes this paper uses numerals surrounded by parentheses. The numerals refer to items in the Bibliography. (See pages 49-55.) If the citation in the Bibliography gives adequate direction for finding the source of an item in the text, then only the numeral is given in the text. Where this writer felt a need to give more specific direction, the numeral is accompanied by a page reference. When an entire paragraph or a set of consecutive paragraphs owe reference to the same item in the Bibliography, only one citation numeral appears, and this at the end of the paragraph or set of paragraphs. This last rule has been violated in the first section of the paper as an effort at clarity.

In the text of the following pages, specific meanings have been assigned to some special terms, as defined below.

Agency Shop -- a group of employees whose employer requires that those who do not belong to the elected union pay to the union an amount equivalent to the union dues paid by union members.

Collective Bargaining -- the periodic negotiating and agreement between management and employees concerning such items as wages, hours, and working conditions.

Inequality Adjustment -- an increase in wages for one group of employees which puts them retroactively in parity with another group of employees.

Participative Management -- a situation in which management and employees cooperate as a team in making decisions which would otherwise be the sole responsibility of management.

Professional -- an employee who, unless otherwise qualified in the text, has a Master of Library Science (MLS) degree.

Professional Association or Organization -- an organization, other than a union, of professionals.

Staff -- unless otherwise qualified in the text, all workers in a library.

Union -- a group of employees whose major goals within this group are to affect such items as wages, hours, and working conditions, usually through direct interaction with management.

UNIONS IN THE LITERATURE

For this study the subject headings STRIKES, LABOR AND THE LIBRARY, and LIBRARY UNIONS in Library Literature yielded 114 articles from 1972 through April, 1975. This did not include articles not in English or not published in this country. A few of these articles were omitted from this study's Bibliography rather than cite identical information from several sources.

The years prior to 1972 were not as productive.

> Unions . . . made little impact on the profession until the last four years [1967-1970] . . . . In a content analysis study from 1960, to date [1970], of articles about library unions published in Library Literature it was found that only one article was listed between 1961-1963; six were published between 1964-66 and seventy-seven appeared from 1967-1970. (12, p. 104)

What has been said recently about librarians, libraries, and unions by those who comment on the passing scene in librarianship? A chronological review of a sampling of comments from 1969 through 1975 follows.

In early 1969 there came comment about the reaction of library administrators to unions. "The formation of a union has traditionally threatened management rather seriously. One need only to look at their reactions -- which often give good evidence of hysteria and panic -- to see this." (58, p. 752) An administrator can elect to block or cooperate with a union. Blocking it will be almost impossible, as the administrator learns when he sees that the union movement in the library has been instigated not by outsiders but by the library's employees, who must be organizing for some serious cause which they will not relinquish without a fight.

If the administrator cooperates, benefits accrue to him in several ways. Assuming that the administrator is a consciencious professional, there is help from the union in the library's attempts to improve wages and the like. The union provides a forum for communication from the library (or librarians) to the public. The librarians, feeling well supported by the union, should have a greater desire to be very involved in the library's activities and services. The union gives the library a democratic structure within which problems can be solved. (58)

Soon after such comments as the above some writers asked for studies into what actually had been happening in libraries where unions were coming into being. In 1971, one librarian suggested these areas of study:

1. A survey of manpower in librarianship.
2. A study of the environmental forces which have caused the increase of unions.
3. A study of the effect of technology on library manpower.
4. A study of the depersonalization of the individual in large library organizations.
5. A study of the cause of divisive forces between the librarian and the administration.
6. A study of the insecurities experienced by librarians which might cause them to turn to unions for assistance.
7. A study of satisfaction through participation.
8. A study of man's (the individual) search for security and identity. (12, p. 107)

These points seemed not only to be avenues of research, but also ideas which suggested the very causes for the recent increases in union activity. Nevertheless, the same author offered reasons why some librarians would <u>not</u> want to join unions: librarians already have two university degrees, belong to professional organizations, and "are intelligent enough to conduct their own affairs. Why should they join labor unions, submit to union power, and pay dues . . . ." (12, p. 108)

A year later, in 1972, came a rejoinder to the previous sentence. It was argued that librarians often are not intelligent enough to handle their own affairs. That librarians have allowed dehumanization, low wages, unprofessionalism, and substandard working conditions into their jobs spoke much for their lack of self sufficency. It was noted that submitting to union power is no less dreadful then having submitted to administration power. And it was claimed that professional associations have been institutions which have "long neglected the librarian as employee . . . ." (11, p. 48)

Many observers agreed that joining a library union was certainly the professional thing to do, whether or not one already belonged to a professional association. Academic librarians were especially urged to join unions in the early 1970's as a means to winning (back) faculty status. With professional teachers absorbed into unions, the unionized librarian need not fear a loss of professionalism. (17)

This was not to say that a librarian did not have a difficult choice. The literature showed that the choice was less one between unionization or no unionization but between unionization and participative management. Those libraries which opted for participative management were warned by some writers not to plan unionization. Unionization and participative management were labeled as mutually exclusive. A lucid articulation of this was presented in a 1972 editorial in the Wilson Library Bulletin. "Unions . . . reinforce the conventional hierarchical structures and inhibit any parallel movement toward participative management. It is clearly understood . . . in the union culture that management and employees are in an adversary relationship." (74)

This opinion was underscored later in 1972 by the comment that "a group [i.e., a union] can offer what John Kenneth Galbraith has termed a 'countervailing force' to management." (82, p. 27)

By 1974 commentators were focusing on very specific groups, some of which were not even library unions.

The Assocation of College and Research Libraries formulated a Statement on Rights and Privileges which "recommends nine rights or privileges that academic librarians ought to share equally with all faculty members, and provides for sanctions against colleges and universities that do not grant them." (105, p. 2444) The Statement was suggested as a guide to collective bargaining groups. The sanctions became evidence of the growing hold of union concepts among the librarians. The privileges were:

> Self-determination on the job . . . . ., Library governance [the librarians are to form an academic department] . . . . ., College and university governance [librarians should have proper representation in the faculty senate] . . . . ., Compensation [wages] . . . . ., Tenure . . . . ., Promotion . . . . ., Leaves . . . . ., Research funds . . . . ., Academic freedom. (105, pp. 2444-5)

The American Federation of Teachers and its new president, Albert Shanker, publicly backed faculty status for academic librarians. Many felt that Shanker's comments gave the library union movement quite a boost; it even surprised some to think that the infamous/wonderful union leader from New York City had noticed librarians. That such a powerful man and his organization should support librarians was another example of the growing importance and acceptance of the unionized librarian. (32)

The New York City's teachers union, of which Shanker was still president, became quite involved in the library unionization issue in 1974. The United Federation of Teachers, through its Library Media Committee (UFT-LMC), called for the disbandment of the New York City Librarians' Association (NYCLA). The UFT-LMC claimed that only through the teachers union could the librarians reach their professional goals. For librarians to organize on their own would be " 'to dissipate their energies.' " (37, p. 694) The 70-year old NYCLA showed no indication of yielding to the UFT-LMC. But one should take note of this new type of problem, which may especially involve the metropolitan librarian.

Are librarians and their unions ready to step into the power struggles that are so much a part of the life styles of the organizations (especially unions) that coexist in a metropolis? How will the library's public react to such involvement? Is this involvement a sign of unprofessionalism? "No" say the commentators in answer to that last question. Librarians are not any less professional because they fully participate in the ways of living in a metropolis. And, no matter where librarians live and work, professionalism is not measured by how strongly or weakly, or how conservatively or liberally they fight for professional goals, but rather by noting what those goals are and <u>if</u> librarians fight for them.

Another view on professionalism was expressed in a 1975 article: librarianship is no more than marginally- or semi-professional, whether or not one considered the unionization movement. The point here is that librarians are said not to have a clearly defined body of specific knowledge in which they display expertize; librarians have not worked in an atmosphere which emphasizes "professional commitment" rather than "employee requirement." Librarians have belonged to an organization, the

American Library Association, which is "political rather than professional." (43, p. 177)

Although the comments in the last five pages seem to be typical of the comments made in the past few years on the problems and issues of library unions, "the mass of literature on library unionization deals with the history, causation, or benefits of unions." (45, p. 13)

LIBRARY UNION HISTORY

The major works in the history of library unions have been by Berelson (5), Clopine, Goldstein (41), Vignone (104), Harrelson (44), and Michener (57).

The work by John J. Clopine, The History of Library Unions in the United States, was not available to this writer from among the collections at Ball State University. Although cited by many others in this field, Clopine is not mentioned at all by Goldstein (41), and Vignone (104) has suggested that this oversight has left some gaps in Goldstein's excellent work.

In this section of this study will be found a brief summary of the history of library unions, as gleaned from the major works and other sources.

Some of the most frequently mentioned unions in this study include the American Federation of State, County, and Municipal Employees (AFSCME), the American Federation of Teachers (AFT), and the American Federation of Government Employees (AFGE), all three being affiliated with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).

The AFSCME, an offshoot from the AFGE, was chartered in 1936 by the AFL. The charter gave the AFSCME "jurisdiction over State, county, and municipal employees and over employees of educational and nonprofit organizations," and it has covered both professional and nonprofessional workers. It has used collective bargaining and strike action to support its membership, which was numbered 440,994 in 1970. (86, pp. 168-9)

The AFT has been affiliated with the AFL since the former was

created in 1916. In addition to teachers, professional (but not nonprofessional) library workers have been covered by the union, with devices such as the "exclusive bargaining agent, written contracts, and the strike sanction." As of 1968 it had 165,000 members. (86, pp. 167-8)

The AFGE, founded in 1932 has preferred legislative action to strike action, its constitution openly opposing walk-outs. All library personnel employed by the federal government have been eligible to join the membership, which was 295,000 in 1968. (86, pp. 168-9)

The first incidence of librarians joining unions in the United States was stimulated by the poor economic conditions following World War I. Thus, the same conditions that led to the organizing of workers in many fields helped bring about the library union. The first library unions included both professionals and nonprofessionals. According to Berelson (5) and Goldstein (41), the first to be formed was an organization at the New York Public Library (1917). This was followed quickly by unions at the Library of Congress (1917), Boston Public Library (1918), Washington, D. C. Public Library (1918), and Philadelphia Public Library (1919).

Clopine, according to writers such as Harrelson (44) and Killan (47), suggested that the first library union was that at the Library of Congress in 1914.

In any case, all five of these unions were affiliated with the AFL.

Only the Washington Public Library was immediately successful in union activities. Administration and union at Washington bargained for improvements in salary, working conditions, and reclassification of

positions. By the 1920's all of the five unions had dissolved except that at the Library of Congress. The Washington Public Library lost its union because the members felt they had accomplished their goals. The other unions passed on as a result of the lessening of economic stress in the country. (5; 41)

The next phase in the history of library unions came with the depression of the 1930's. Poor economic conditions again spurred librarians to seek economic aid through unionization. By the end of the decade, there were six libraries with unions. Included was the Library of Congress union founded in the earlier phase of unionization. This union was a local of the National Federation of Federal Employees, and it broke away from the AFL in the 1930's. A second union at the Library of Congress developed in the depression era. It was a local of the United Federal Workers of America in the CIO. The other five unions existing at that time were in public libraries: Butte, Montana (founded in 1934 and affiliated with the AFL), Cleveland and Chicago (both founded in 1937 and affiliated with the AFL through the State, County and Municipal Workers of America), Milwaukee and Grand Rapids, Michigan (both founded in 1937 and affiliate with the AFL as members of the AFSCME). (5; 41)

Establishment of new unions was almost nonexistent between 1940 and 1960. The first new library union formed after World War II did not come into being until 1965, when the Library Chapter of the University Federation of Teachers was established at the University of California at Berkeley. The Federation was a local of the AFT. (104, p. 15)

As of 1969 there were unions in 21 public libraries of 500,000 or more volumes, in three government libraries, and in three university

libraries. (41)

In the Detroit Public Library clerical, maintenance, pre-professionals, and all professionals except supervisors have been members since 1966 of the AFSCME. Since 1969 this has been an agency shop. Supervisors have been covered by the Association of Professional Librarians of the Detroit Public Library. The AFSCME agreement called for no strikes, work stoppages, or slowdowns; the supervisors' association has not discussed strikes in its agreement with the Library. (41)

In New York City, the New York Public, Brooklyn Public, and Queens Borough Public Libraries have had agreements with the AFSCME since 1967. The Brooklyn Public Library agreement covered most professionals and non-professionals, omitting such positions as the Chief of Administration. At the New York Public Library all librarians, including supervisors, and all staff non-librarians are eligible to join the union. Queens Borough Public Library has both professionals and clerks in its union, but there have been more professionals excluded from this union than from the unions in the other two New York libraries. For example, all twelve Principal Librarians may not join the Queens union. (41)

The Public Library of Youngstown and Mahoning County (Ohio) is associated with the Federation of Library Employees, a non-affiliated union, which, since 1968, has included professionals and clerks. (107)

The employees at the Free Library of Philadelphia have belonged to a local of the AFSCME since 1968, as part of a contract between the AFSCME and all city workers in Philadelphia. Thus, there has been no specific mention of library workers in the contract. Both professional and nonprofessional library workers belong to the union. The arrangement here has been to make it mandatory for maintenance and clerical workers to

belong to the union, voluntary for professionals and paraprofessionals, and prohibitive for supervisors. (41)

The AFSCME has also handled the bargaining at the Milwaukee Public Library. In effect since 1966, the agreement includes a no-strike clause. It has not been made clear to this writer if both professional and nonprofessional workers have coverage by this union. (41)

Each of the above seven libraries had a specific and exclusive collective bargaining agreement between its employees and the library itself or the municipality it which the library was located. There have been libraries which do not have such agreements but in which at least some of the employees have been organized into a union. This is not to say that some of these unions have not negotiated improvements for their members. Some of the better organized and better publicized unions of this type in public libraries as of 1969 are included in the list below. (Table 1)

TABLE 1*

PUBLIC LIBRARY UNIONS WITHOUT COLLECTIVE BARGAINING CONTRACTS (1969)

Library	State	Union(s) Representing Library Workers
Contra Costa	Calif.	AFSCME
Fresno County	Calif.	Fresno City Employees Association
Los Angeles	Calif.	AFSCME
L. A. County	Calif.	Los Angeles County Employees Assoc.
Oakland	Calif.	Oakland Municipal Civil Service Employees Assocation.
San Francisco	Calif.	San Francisco City and County Employees Assocation; Federation of Public Employees; Civil Service Assocation
Washington	D. C.	AFGE; AFSCME
Chicago	Ill.	AFSCME
Enoch Pratt	Md.	Classified Municipal Employees Assoc.; AFSCME
Boston	Mass.	AFSCME
Grand Rapids	Mich.	?
Minneapolis	Minn.	AFSCME; Municipal Employees Association
St. Paul	Minn.	AFSCME
Buffalo County	N. Y.	Librarians Assoc. of Buffalo County
Cleveland	Ohio	AFSCME
Seattle	Wash.	Seattle Pub. Library Staff Association

*See Goldstein (41).

Library unions in universities have been formed in only several locations as of 1969. At the University of California at Berkeley the Library Chapter of a local of the AFT was established in 1965. By 1969 the librarians had their own local in the AFT. (41)

The City University of New York had a Librarians Chapter of the United Federation of College Teachers of the AFL-CIO since about 1966. Some of the City University librarians also belong to the Legislative Conference and/or the Librarians Assocation of the City University of New York, which are unions in actions and goals if not in name. (41)

The University of Pennsylvania has had its librarians represented by an affiliate of the AFT since 1967. (41). Since 1969 nonprofessionals have been represented by the AFSCME. (77, p. 137)

The Library of Congress has had two unions, locals of the AFGE and the National Federation of Federal Employees. (41)

So stood the library unionization movement as of about 1969, well into its third active phase . Although economic factors have been factors in the emergence of library unions in each of the three phases (41; 57), there have been other factors to consider as causes for the third phase -- the period extending from the mid-1960's to the present.

As libraries (especially academic libraries) have become larger and more bureaucratic, librarians have suffered a loss of contact with administrators. Legislation allowing for collective bargaining has become more common. Faculty unionization in universities has spurred similar action by librarians. These several points have combined with difficult economic conditions to lead librarians to discontent and alienation. And librarians have sought aid for their problems from unionization. (57, pp. 15-16)

Other factors for the increase in library unionization recently include a wider acceptance of militancy in seeking goals (75, p. 191) and an increase in the recruiting efforts of unions which must move into new areas of occupation if they are to obtain new members. (75, p. 190)

When librarians join unions they join a slowly increasing number of white collar unionists. In 1956 white collar workers made up 42% of employees in the United States and 13.4% of union members. In 1966 white collar unionists made up 14.6% of union members and 50% of the work force. It is no wonder that unions are very eager to step into the white collar area and garner members from among the professions. (75, p. 190)

Since about 1969 over fifty universities and four-year colleges "have concluded collective bargaining agreements with unions representing faculty." This is evidence of union recruitment. "In all faculty units, classroom teachers are a majority, but librarians are usually included with them." This is evidence of the beginnings of library unionism in colleges and universities. (105, p. 2443)

Evidence of library unionism between the late 1960's and early 1970's in public libraries is given some support by studying a survey made by the International City Management Assocation from 1967 to 1972. With public librarians increasingly joining the AFSCME, it is interesting to note that the survey found that two-thirds of municipalities with over 10,000 in population had at least one public employee organization, and that two-thirds of all public employees in the survey (which covered the entire United States via sampling) are enrolled in and represented by unions. (79, p. 103)

Here are reports of some of the union activity in the more active and publicized colleges, universities, and public libraries. The reports illustrate today's issues and problems in library unionization. Being an update of the previous pages of historical information, some of the items to follow cover some libraries already mentioned.

The Army

Librarians at the Dover, New Jersey Arsenal have formed a new local of the AFGE. The AFGE is divided into professional and nonprofessional sections. This has caused the Army librarians a problem since they will have to join the nonprofessional section. So says an order put forth by the Assistant Secretary of Labor Management Relations which has reclassified librarians and historians as nonprofessionals. Although chagrined, the librarians have not reported filing a formal complaint. (61)

Massachusetts Public Libraries

As of mid-1974, seventeen public libraries in Massachusetts had confirmed collective bargaining agreements with their employees. Almost half of these covered professionals as well as nonprofessionals; less than one-third covered professionals only; the other contracts covered clerical and paraprofessionals only. (101) Public employees, including librarians and other workers in public libraries, will be helped by the new Public Employees Collective Bargaining Law, which will allow bargaining on wages and hours. These two items were previously not negotiable in collective bargaining. The new law gives the state Labor Relations Board power to issue cease-and-desist orders to enforce the law's provisions. (102)

Library of Congress

There has been a problem in the relationship among the Library of Congress, the AFGE, and the Black Employees of the Library of Congress (BELC). The AFGE local at the Library was suspended by AFGE, apparently because of anti-war activities sponsored by the local and/or the local's handling of a racial discrimination issue. This occurred in 1972. The Librarian of Congress at the time, L. Quincy Mumford, was called on to support both the BELC and the AFGE local in their efforts to allow free expressions and feelings and ideas by the employees. However, the only reaction at that time to these demands was a letter-writing smear campaign by some unknown person(s). The letters were directed against both BELC and AFGE leaders. (83)

BELC has never received official recognition by the Library. Mumford's office has explained that such recognition would contradict the Library's anti-discrimination policies, since BELC is allegedly an all-Black unit. (99)

The AFGE local says that Mumford's policies were designed with administrators, and not employees, in mind. (95, P. 2385) By 1974 Mumford and his associates has reacted to such criticism by designing a new procedure for communicating with the employees. The procedures were to be monitored by a group consisting of library administrators and outside consultants who will recommend improvements in the labor-management relations at the Library. (98)

Finally, with Mumford's successor being chosen, Library Journal editorialized that Library of Congress workers who belong to the AFSCME union should influence President Ford's selection of the new Librarian. The editorial expressed a fear that an unwise selection by Ford would

further alienate the librarians and their staff. And the Library's problems may not be unique, warns the editorial: "The roots of worker alienation at LC and many other large libraries in American are not unlike those of industrial workers. . . . What they want and need is a new sensitive leader." (8)

Chicago Public Library

The employees at the Chicago Public Library are members of an AFSCME local, and they have publicly protested Mayor Richard Daley's 1972 wage freeze, which included a halt on previously agreed upon increment steps. The Federal Pay Board, when appealed to by the librarians, supported the union, and the Mayor backed down and allowed the wage increments to continue. In another issue, the union is trying to gain policy changes that would make Sunday hours voluntary for the workers and that would pay workers at least double time for Sunday work. (22)

Washington (State) Higher Education Libraries

What may be the first statewide organization of nonprofessional library workers in colleges and universities has been established in Washington with some 250 members from 14 institutions. Established in 1973, the new organization won its first victory when the state's Higher Education Personnel Board ruled that salaries in all state institutions for nonprofessional library personnel were to be standardized. Professionals in the state still negotiate separate contracts with individual institutions. (67)

Tacoma (Washington) Public Library

The Chief Librarian at the Tacoma Public Library has, as an

individual, been a member of the Teamster's Union since 1973, and she plans to recruit other library personnel into the union, which represents many of the city's workers. An interesting point here is that an administrator has joined a union. This may cause a problem if the union eventually does represent library workers in collective bargaining sessions. Under those circumstances, the Chief Librarian would seem to have to sit on both sides of the bargaining table. (98, p. 3492)

Washington (D. C.) Public Library

The foundation for organization of library professionals was laid when the AFSCME formed a union here for the building and ground workers. This spurred the interest of librarians, and the union reacted to this interest in what is probably a typical manner. According to Lovell Cyrus, an executive director of AFSCME:

> The librarians "started calling and calling. Now they wanted in too . . . . The union met with librarians in their homes for several months, . . . going through the procedures that had to be followed and how to get others to join. When it came to the secret ballot election after we got the 30 percent required to file exclusive bargaining rights, we got 101 out of 104 votes cast. Now, we have 122 of 149 librarians paying dues and they've already elected officers." (80, p. 366)

This union, formed in 1973, only includes professional, non-supervisory librarians. The administration's reaction has been that the librarians do not need a union, since their administration is quite willing and capable of protecting them. (26) Librarians would disagree with this opinion, for they question the administration's policies with respect to the hiring of what the unionists call "outsiders," the dissatisfaction of black staff members, and the expansion of hours of operation. (26; 80, p. 366)

State University of New York

All librarians in the State University of New York (SUNY) system, except those at two-year colleges, are represented by the United University Professors (UUP).

The latest issue of interest to SUNY librarians has been a call by the SUNY Librarians Association (SUNYLA) for the UUP to make faculty status for librarians " 'a priority at the bargaining table.' " (73)

This call is part of an "uneasy" atmosphere that exists between the UUP and SUNYLA. Origins of this ill feeling can be found in the fact that SUNYLA had represented the librarians before the advent of the UUP, and the UUP fears that SUNYLA covets some of its power. The president of SUNYLA has said in 1975:

> Naturally there are periods when we feel that the union [UUP] is not being sufficiently watchful of our interests. . . . We must, at the same time we struggle not to lose ground, struggle also to gain ground. (25)

In related action, the SUNY Spring Conference in 1975 has included a session on "Librarians in Unions." And the Conference on the Academic Librarian: Faculty Status and Collective Bargaining, held in February of 1975 at Syracuse, New York, used workshops and lectures to study "grievance procedures, faculty status, promotion policies, merit raises, library governance, and ethics." (49)

New Jersey Public Libraries

As of late 1973, a survey by Ernest Gross of Rutgers University Institute of Management and Labor Relations found that 236 of the 375 public libraries studied had no employees involved in collective bargaining. Only 17 of the libraries reported staff members represented

by collective bargaining agents. Seven of these libraries noted that the bargaining unit included nonlibrary employees, apparently other municipal employees. It was not clear what the status was of the 122 libraries which reported neither employees involved or not involved in collective bargaining. (24; 30)

San Francisco Public Library

One of the first issues of importance here occurred when some of the San Francisco Public Library workers who belong to the Civil Service Association (CSA) demanded that the CSA file a suit to force the city to move the technical services department of the Library out of inadequate quarters. (74) Though the suit apparently failed, the CSA has continued to gain strength, so that by the end of 1973 the union, which originally consisted of only professionals, took on representation of the Library's technical assistants and clerks. (26, p. 95)

Perhaps the most publicized issue at San Francisco Public Library has involved Celeste West, who, in early 1974, held a position in the system. (It has not been clear to this writer what position Ms. West held.) Prior to coming to the Library she was editor of the now defunct periodical Synergy, and for the years 1974 and 1975 she has been one of the leaders at Booklegger Press. In 1973 the CSA won a suit for her which involved a retroactive salary agreement. In 1974 the union was successful in a fight to remove from her personnel file a letter of reprimand. (21) The mere presence of Ms. West should continue to provide the CSA with issues to support.

Los Angeles County Library System

One of the major problems here since the inception of the union

(the Los Angeles County Employees Association) around 1970 has been a decision by the Library's administration to open some branches on Sundays. In 1971 a factfinder's recommendation was accepted by administrators and unionists, permitting compulsory work on Sundays only if the employees received overtime pay for such work. Further problems have developed, however, when the administration attempted to give time off in lieu of the extra pay for Sunday work. No reports have been available on the resolution of this issue. (40)

Los Angeles Public Library

When the AFSCME was voted in as the bargaining agent at the Los Angeles Public Library (LAPL), the Library's Director asked that supervisory personnel dissociate themselves from the union. Although the request was hardly surprising or unusual, many Senior and Principal Librarians participated in the vote and helped elect AFSCME. (55)

The first grievances put foward by the union were one, a charge "that professionals must spend too much time doing clerical work," and two, a complaint against the "uncomfortable and unsafe working conditions in one building, where temperatures get very high and staff have been injured by falling ceiling fragments." The results of the grievance procedures produced a back-down by the union on the first point, and an agreement on the second point. The agreement stated that staff would be moved elsewhere when temperatures exceeded ninety degrees. (53)

With results like the above, it is no surprise that the union has hired a public relations consultant to help it win some of its points. The most telling loss to the union was a cut of 5% in the 1974-1975 budget for the LAPL from the 1973-1974 figures. (54)

The budget cut led to the union's first filing of an unfair labor practice claim with the Employee Relations Board of California. The union charged that the Library approved a reduction in service hours (to save money) without consulting with the union, thus violating the collective bargaining agreement in effect at the Library. (52)

City University of New York

The latest issue confronting the Library Association of the City University of New York has been the demand that the Professional Staff Congress, a local of the American Federation of College Teachers and the union to which City University librarians belong, give all of its 16,000 members in the University the same benefits of a 30-hour week and a three-month summer vacation. In early 1973 the demand prompted a statement by an administrator of the Staff Congress that it would be "outlandish" to cut librarians' hours from 35 to 30 hours and increase their vacations from six to twevle weeks. When contracts were signed in July, 1973, after a year-long negotiating struggle, no reports were made to indicate that the librarians had gained the cut in hours or the increase in vacation time. (71; 95, p. 2385)

University of Chicago

In 1971, the library at the University of Chicago organized all levels of library workers into a local of the Distributive Workers of America. However, the University refused to recognize the union, partially on the grounds that the vast majority of people eligible for the union was nonprofessional or supervisory personnel.

The National Labor Relations Board ruled that supervisors were too involved in the union movement here, and the University was upheld

in its denial of recognition.

The union responded to this ruling by forming two new locals, one for professionals and one for nonprofessionals; supervisors were excluded. A new petition to the National Labor Relations Board (NLRB) for recognition then hinged on the problem of determining who was a professional and which professionals were supervisors. Many employees at the University library held professional appointments even though they lacked MLS degrees. Some had completed course work but had not received the degree. Others were trained in non-library fields, such as history. All this confused the attempts to define "professional".

The definition of "supervisor" was taken literally by the University to mean any professional who "oversee[s] the work of non-professional staff." The NLRB ruled that a supervisor is "one who has the authority to hire, fire, promote, transfer, discipline, or responsibly direct the work of others, or to effectively recommend these actions." (35)

In 1972 the NLRB gathered 1500 pages of testimony in a three-day hearing on the creation of the library union at the University. (34, p. 133). The American Library Association attempted to send a team of investigators to visit the University and study the situation, but the NLRB intervened, saying this would be in conflict with the NLRB's own study. Thus, Wilson Library Bulletin editorialized a concern that professionalism would be undermined "if the profession allows a lay group [the NLRB] to set personnel standards . . . [such as deciding] what positions in a library are to be deemed supervisory." (36).

The NLRB answered this only by clarifying its definition of "supervisor." They stated: "that professional employees who do not supervise other professional employees and who supervise nonprofessional . . .

employees less than half the time are not considered 'supervisors'." (103)

The University's reaction to the supervisor issue was to move some librarians into supervisory positions without, the union says, proper promotion procedures, as an alleged attempt to weaken the union membership. (87)

Meanwhile, both union and administration awaited final action by the NLRB on the question of the recognition of the union. As they waited some firings and a strike took place in 1973. (87, p. 3214; 93) (See section on Strikes for further information.) By February of 1974, the NLRB ruled that four of the six librarians fired in 1973 were legally dismissed; that is, no evidence was found which showed the firings were a result of the employees' union activities. (33; 60) The other two firings were not contested by the union.

By May of 1975 the NLRB had still not handed down a ruling on recognition of the union as a bargaining agent at the University.

Youngstown (Ohio) Public Library

The Youngstown and Mahoning County Library System and its staff agreed in 1968 to give the staff association, the Federation of Library Employees, sole rights as bargaining agent in the System. In the previous year the AFSCME had failed in an attempt to organize some of the workers in the System. However, by 1974 the professional staff was represented by the AFSCME, and nonprofessionals were represented by the Service Employees International Union of the AFL-CIO. The Director, Assistant Director, and Administrative Assistant to the Director have been ineligible for union membership. (42; 107)

Claremont (California) Colleges

The establishment of a union in the libraries of the Claremont Colleges was the first union of any kind on the campuses of this association of six private colleges. Union activity here has received a great deal of publicity in the past several years.

Organization began in late 1972. The first issue centered on who would be eligible to join the union. The administration of the Colleges ruled at a hearing of the National Labor Relations Board that 16 of the 29 librarians were supervisors. Unlike the reaction of the union at the University of Chicago (q. v.) to a similar ruling, there was no formal opposition at Claremont, perhaps evidence of the newness and weakness of the Claremont union, for there were many private disagreements with the administration's ruling.

On a related point, the Board found the administration in error for its claim that nonprofessional library staff members be in a union separate from the professionals. The Board stated that all library workers here be represented by one union. (34)

The library staff elected to be represented by the Office and Professional Employees Internation Union of the AFL-CIO. Eleven professionals and 44 nonprofessionals voted for the union, and a total of 16 staff members opposed joining the union. The administration warned the professionals that the union majority would be composed of nonprofessionals and that the librarians ought to consider not joining the union since the Colleges were planning a new grievance procedure to be put into effect even if the union were not to be the staff's bargaining agent. (23)

However, the union did become the bargaining agent for both professionals and nonprofessionals. Once collective bargaining began, the

union became quite dissatisfied with the Colleges' responses. So it was that a campus newspaper reported "17 virtually fruitless collective bargaining sessions with representatives of the Colleges." The issues were union demands for increased wages, with specific pay scales for each position, an increase of employees for what the union claimed to be an understaffed library system which had a four-year backlog of unprocessed books, greater financial aid in support of medical and dental health plans, and a sabbatical program of leaves up to six weeks per year with pay. (3; 46; 76)

Negotiations were still stalemated when, in June of 1973, the union added to its demands a plea for shorter hours of work. Also at that time it filed an unfair labor practice charge with the National Labor Relations Board in an effort to make the Colleges' administration more cooperative. (92) The charge became academic when a contract was signed later in 1973 providing for:

> new grievance procedures, including binding arbitration, compulsory union membership for new full-time employees, and payroll deductions of dues . . . . Salary increases are modest -- a few dollars a month -- and in the case of beginning librarians there is actually a decrease of $2 a month [from 742 dollars a month]. (3; 36)

> Demands for changes in group health and life insurance, pension-retirement fund provisions, and for a 37½-hour work week were rejected by the administration. Under the new plan, cumulative sick leave has been lengthened, workers become eligible for vacations earlier. . . . Other contract provisions include: authorization of unpaid leaves of absence for union meetings; . . . "bumb back" provisions to protect seniority; establishment of a layoff list; . . . [and] the waiver of half of tuition cost for up to four graduate credits a year for all staff members covered by the contract. (95, p. 2384)

Oklahoma University

"Traditionally Oklahoma has not been big on unions, particularly public employee ones, but the mood may be changing." (44, p. 6) When the Oklahoma University Employees Association was formed in 1972, some of its members included library employees. It was not made clear at the time if these were professional and/or nonprofessional workers. In any case, the statedgoal of the Association was to get collective bargaining rights with the University. The literature has not reported on the outcome of their efforts. (44, pp. 6-7)

Wayne State University (Detroit)

In 1971 the faculty and librarians at Wayne State University were granted the right to vote for representation in collective bargaining procedures. The motivating force for the librarians' interest in unionization were plans by the administration of the University to halt the Wayne State tradition of including librarians in most of the benefits given to faculty members. There was to be a reclassification of professionals into the teaching faculty and the academic staff, that is, librarians, thus threatening the librarians' hold on tenure, professional leaves, and sabbaticals.

When the American Association of University Professors (AAUP) failed to come to the librarians' support, they joined the Office and Professional Employees Internation Union, which negotiated a contract with the University. However, in a somewhat confusing situation, this agreement was short-lived, and in the University-wide voting for a bargaining agent resulted in the selection of the AAUP to represent both teachers and librarians. The AAUP has not been able to prevent

the University from classifying librarians in a category separate from teachers. However, to date, the teachers and librarians have been granted equal (albeit separate) benefits during contract negotiations. (78)

West Chester State College (Pennsylvania)

The librarians at West Chester State have full faculty status: "academic year, faculty rank, representation on campus committees, . . . peer governance . . . [and] the formation of the library faculty into an academic department with an elected chairperson." (18)

Such benefits are provided in the contract garnered by the bargaining agent, the faculty union: the Association of Pennsylvania State College and University Faculty, which has represented the faculty since 1971 and whose latest contract includes the assertion that:

> all members of the professional library staff shall enjoy all faculty status with all the rights, privileges, and responsibilities pertaining thereto. (18)

Carnegie Library (Pittsburgh)

In May of 1975 library professional and nonprofessional staff members at the Carnegie Library voted 194 to 168 to have no union representation rather than either the AFSCME or the Teamsters. The drive for unionization here was organized by bookmobile drivers, who urged the Teamsters to form a union. The AFSCME joined the Teamsters' efforts, the AFSCME trying to bargain for all levels of library employees. However, both unions failed to gain rights to representation. (20)

Drexel University (Philadelphia)

There has been a union of nonprofessionals at Drexel University since 1972, when the clerical workers in the library and in all other areas of the campus voted to be represented in collective bargaining by the AFSCME. However, the bargaining process has failed here, for before the first contract could be agreed upon, a strike was called, eventually resulting in firings of union leaders as well as a professional librarian. (See section on Strikes for further information.) (77; 100, p. 2223)

A research study has found that:

> the main job complaint at Drexel, overwhelmingly, was inadequate pay . . . . Naturally enough, "problems involved in supporting other people's strikes" was the most frequently cited complaint . . . . But also frequently mentioned were such factors as "lack of communication between leadership and union" . . . and "lack of effective leadership" . . . . (77, p. 141)

Very simply, although "most [clerical or support] unions to date [1974] have achieved only moderate success, some, such as that at Drexel have failed." (39, p. 498)

This writer's study found no professional unionization movement at Drexel.

Brown University (Providence, Rhode Island)

Nonprofessionals at Brown University have been in the process of seeking collective bargaining representation. The Service Employees International Union (SEIU) instigated the union movement here, centering its issues on " 'working conditions, cost of living increments, increasing work loads, and reduction of benefits.' " (15)

Although there have been little or no reports of library professionals unionizing at Brown, the SEIU includes library staff members

with bachelors and masters degrees. These people are subject specialists or pre-professionals without a MLS degree.

The SEIU was formally elected collective bargaining agent in 1973, and by the following year a strike was used by the unionists to gain a contract providing for:

> a grievance procedure, health and safety insurance, maternity leave, twenty-two days of annual vacation, a shorter summer work week, free tuition for employees enrolled in job-related courses, and free tuition for children of employees who have been with the university five or more years. (39, pp. 497-8)

University of California

Problems at the Berkeley campus of the University of California surfaced in 1973 when the AFT, to which some University librarians belong, filed suit with the Alameda County Supreme Court, charging that an "inequity adjustment" of up to twelve percent had not been paid to librarians, in violation of a 1972 agreement with the University. The court ruled that the AFT had grounds for a complaint, and the grievance was sent to arbitration.

A second suit concerned sexual discrimination, as documented by a Department of Health, Education, and Welfare study, which

> found that women librarians are "disproportionately concentrated in the lower classifications"; and "treated discriminatorily at entry into the library system"; are promoted at a "substantially slower rate than male librarians"; and "earn substantially less than male librarians" as a result of the discriminatory treatment. (89)

No report has been made on the outcome of the second suit.

Both suits were supported by the library staff members who belong to the AFSCME. (91) Future court actions by the AFT will be aided by the newly formed AFT Librarians' Defense Fund which would

" 'insure that librarians will be financially able to go to court when the need arises.' " (96)

A proposal that volunteers be used at the University libraries threatened to cause a further grievance, but the idea was dropped due to pressure from the two library unions. In a similar instance, the AFT denounced the use of voluntary teaching assistants "under the guise of educational reform." The union demanded that all those who work at the University be " 'paid workers' ". (100, p. 2225)

THE AGENCY SHOP

On January 1, 1971, a New York Public Library (NYPL) ruling went into effect making the AFSCME local at NYPL an agency shop for librarians. Thus, librarians who were not members of the union were required to pay to the union a fee equal to union members' dues. The Library said this ruling was a step taken to "stabilize labor relations" and to bring all staff members into some relationship with the union which has exclusive bargaining rights with respect to staff benefits. The rationale here is that all staff members receive union benefits whether or not they belong to the union; all staff members should support the financial needs of the union. About 50 percent of NYPL librarians did not belong to the union when the ruling went into effect. About 40 percent of all eligible employees at NYPL do not belong to the union. (The agency shop ruling applied to all staff members, librarians and non-librarians). (64; 70)

The ruling was challenged by the Ad Hoc Committee Opposing Agency Shop with the Public Employees Relations Board (PERB) of New York City.

At about this same time a similar issue came up at the Queens Borough (New York) Public Library, but at the Brooklyn (New York) Public Library, the agency shop concept was accepted, apparently since 90 percent of the staff members belong to the union, the AFSCME. (70)

The problem at the NYPL for a while centered on whether or not the librarians and other staff members there were public employees. If they were, then an agency shop would be specifically prohibited by the New York State Taylor Law.

By June of 1972, the PERB ruled that the NYPL was a private, not a public, institution. Thus, an agency shop was not in violation of the Taylor Law. The PERB ruling stated that although New York City provides most (16 million of 17 million dollars) of NYPL's funds, the Library trustees can refuse these funds and seek money elsewhere. Therefore, the Library is not a public institution. (65)

The PERB ruling was appealed (to PERB, itself), and the Board amended its original ruling, saying in 1972 that "the city and the library are joint employers of the NYPL staff and that the New York Office of Collective Bargaining thus has jurisdiction over the case." At the time of this decision union dues were being deducted from the pay of non-union members at NYPL, and the money was ordered to be held in escrow. (97)

At the Queens Borough Public Library, the Office of Collective Bargaining supported the contention that an agency shop could not be established, this being so even though the Library has, according to the AFSCME, 80 percent of those eligible on the union roles. (72)

Before the Office of Collective Bargaining could react to PERB's decision on the NYPL, the Office ran out of funding and was deactivated. PERB reasserted its jurisdiction in the case and ordered NYPL to return the money in the escrow fund (with interest) to the non-union employees. (68)

However, the money was not returned. Instead, the NYPL appealed to the New York State Supreme Court, which overruled PERB, declared the Library a private institution, and allowed an agency shop to be formed. The employees, at first report, did not plan to appeal to the Court, due to the expense involved. (66)

Nevertheless, in October of 1974, the dissident employees at NYPL joined PERB in saying that an appeal was planned. And as of last report, the deducted money was still being held in escrow. (63)

Other locations where the issue of agency shop has arisen have been Ramapo, New York; Claremont, California; and Syracuse, New York.

In the Ramapo Catskill Library System, the nonsupervisory union, which includes at least two librarians on its roles, of the Civil Service Employees Association demanded the formation of an agency shop in 1973. The library management agreed to refer the issue to the State Mediation Board for binding arbitration. The final ruling has not yet been reported in the literature. (95, p. 2385)

The Claremont Colleges contract, which was signed in 1973, with the professional and nonprofessional workers who were members of the Office and Professional Employees International Union, included a clause which made union membership compulsory for full-time employees in the campus libraries. (36)

At Syracuse University nonprofessional library workers went on strike in 1974, making mostly economic demands. Included among the strike issues was a call by the union for establishment of an agency shop for the Service Employees International Union. The results of this action have not been made clear. (84)

STRIKES

The increase in the incidence of strikes in the past decade by library workers has been as significant as that by teachers in the same period. And these two groups are part of a larger trend which shows an increasing frequency of disputes involving state, county, and municipal workers. Indication of this is seen by studying the following table, Table 2, an adaption of two tables by Moskow. (59, pp. 118, 164-5)

The original statistics gave no definition of "strike" or "stoppages", aside from stating that the actions which are listed in Table 2 include only stoppages lasting at least a full day and including at least six workers. The statistics are for workers in public libraries, including professionals and nonprofessionals, in the United States. Moskow (59) obtained the statistics from the United States Bureau of Labor Statistics.

Note that one or two strikes in a large metropolitan area could quite significantly affect the statistics for the entire country.

TABLE 2

STRIKES BY LIBRARY WORKERS, 1958-1968

Year	Stoppages	Workers Involved	Man-days Used
1958	0	0	0
1959	2	10	?
1960	2	4,710	11,510
1961	1	70	160
1962	5	3,900	17,700
1963	5	340	2,490
1964	9	2,700	10,000
1965	4	210	5,920
1966	24	7,500	19,800
1967	13	3,900	14,000
1968	24	3,000	13,800

Although the entries in the last two columns in Table 2 involve very large numbers, it seems that the statistics in the column labeled "Stoppages" are the most significant. For, as the number of stoppages increases, the more one can expect that the stoppages are being spread into more areas of the country. It is in the "Stoppages" column that the statistics show the most steady increase. Certainly the number of stoppages changes significantly after 1965. Why? Perhaps it was that at that time the factors mentioned earlier (as taken from Boaz (12) and Michener (57)) reached their most effective strengths. Recall that the factors included the growth in bureaucracy, collective bargaining legislation, economic conditions, depersonalization, employment insecurities, as well as an increase of the understanding of what militancy can do for its practioners.

Another measure of at least the awareness of strikes is the presence or absence of state laws or court rulings prohibiting strikes by municipal employees, who often include librarians in public and school libraries. As of 1972 the status of these laws has been quite changeable, but Table 3 lists what was in effect in 1972.

When they were known, dates were provided in the Table. Though court and attorney general decisions may have been in response to specific cases, they have been included here as an indication of the direction a state may be headed with respect to anti-strike legislation. Note that the definition of "strike" changes (especially in the legal sense) from state to state.

Information for Table 3 was obtained from Moskow (59, p. 117) and Trelles (86, pp. 173-180).

TABLE 3

STATE ANTI-STRIKE PROVISIONS (1972)

State	Provisions
Alaska	No anti-strike law
Arizona	No anti-strike law
Arkansas	No anti-strike law
California	No anti-strike law; a state court decision (1946) held "that striking for agreement to change conditions of employment of governmental employees is illegal." (86, p.178)
Colorado	No anti-strike law
Connecticut	An anti-strike law (1965); also a court decision (1951) "holding that public employees . . . may not strike" (86, p. 178)
Delaware	An anti-strike law
Florida	An anti-strike law which says that "public employees asserting right to strike shall not hold employment with State, county, or municipality." (86, p. 178)
Georgia	An anti-strike law (1962)
Hawaii	An anti-strike law
Idaho	No anti-strike law
Illinois	No anti-strike law; a court decision stated "that drastic remedy of organized strike against a school district is in contravention of constitutional provision requiring a thorough and efficient school system." (1965) (86, p. 178)
Indiana	No anti-strike law
Iowa	No anti-strike law
Kansas	An anti-strike law (1971)
Kentucky	No anti-strike law
Louisiana	No anti-strike law
Maine	An anti-strike law
Maryland	No anti-strike law; a court decision (1968) ruled that "teachers striking in violation of their employment contract could be enjoined from . . . preventing other school teachers from resuming their normal duties . . . ." (86, p. 179)
Mass.	An anti-strike law (1965)
Michigan	An anti-strike law
Minnesota	An anti-strike law
Mississippi	No anti-strike law
Missouri	An anti-strike law
Montana	No anti-strike law
Nebraska	An anti-strike law, apparently affecting teachers only; school librarians may be considered teachers under this law.
Nevada	An anti-strike law
New Hamp.	No anti-strike law; a court decision (1957) ruled "that public employees have no right to strike." (86, p. 179)

(Continued on next page.)

TABLE 3
(Continued)

STATE ANTI-STRIKE PROVISIONS (1972)

State	Provisions
New Jersey	No anti-strike law; a court decision (1967)ruled against teachers' claims to the right to strike.
New York	An anti-strike law (1967); also, a court decision said that for teachers to hand in resignations at the same time as going on strike was not a defense against the anti-strike law.
New Mexico	No anti-strike law; an attorney general ruling bars strikes by public employees.
N. Carolina	No anti-strike law
N. Dakota	No anti-strike law; a court ruling declared strikes by public employees to be illegal.
Ohio	An anti-strike law
Oklahoma	An anti-strike law
Oregon	An anti-strike law
Penna.	An anti-strike law
R. I.	An anti-strike law which refers specifically to school teachers.
S. Carolina	No anti-strike law; an attorney general opinion ruled against strikes by public employees.
S. Dakota	An anti-strike law
Tennessee	No anti-strike law; a court decision ruled against strikes by public employees.
Texas	An anti-strike law
Utah	No anti-strike law; an attorney general ruling enjoined strikes by public employees.
Vermont	An anti-strike law
Virginia	An anti-strike law
Washington	An anti-strike law
W. Virginia	No anti-strike law; an attorney general ruling prohibited strikes by public employees.
Wisconsin	An anti-strike law
Wyoming	No anti-strike law

A further indication of the status of library workers as strikers is given below through a basically chronological review of strikes, picketing, and related activities that have taken place in the past several years. When available, information has been included concerning strike activity in other countries, with the assumption that this information can be applied to the understanding of union activity in the United States.

Some of the libraries mentioned below have been more fully described in previous sections of this study.

As with other sections of this study, the reports below do not give a completely comprehensive review of the issue (in this case, strikes) under study. Rather, these reports claim to be an accurate sampling of many instances in which the issue has appeared.

Spring, 1972 -- University of Chicago

A group of about 80 persons manned a picket line in front of the University library in a demonstration for support of the library's union, which was in the process of seeking collective bargaining status. It was not clear who the pickets were or for how many days they demonstrated. It was reported that students were noticeably unsympathetic to the pickets. (35) The strike had little apparent effect on the struggle between union and library administration. By May of 1975 no decision had been made by the National Labor Relations Board on the union's petition for recognition as a bargaining agent.

Spring, 1972 -- University of California

The Building and Construction Trade Council of Alameda County,

which has a local on the Berkeley campus of the University of California, called a strike which resulted in all 37 unions on campus agreeing to stay off their jobs until all demands of all the unions were resolved. Two of the 37 unions were the AFT local, representing librarians, and the AFSCME local, representing nonprofessional library workers. About 20 librarians and 50 nonprofessionals walked off their library jobs. The library unions stated their demands as being higher wages and better procedures for tenure and grievances. (6; 7)

Before the ten-week strike was settled, campus police had been called in. Two librarians on picket lines said they were sprayed with MACE, one being hospitalized.

Benefits gained from the strike included more cooperation between the AFT and AFSCME locals, as well as the initiation of an inequity adjustment which covered all campuses of the University. This gave librarians a ten percent raise in wages for 1972, while other academic employees received no more than a nine percent raise. (34, p.132)

Winter, 1972-73 -- Youngstown Public Library (Ohio)

What may have been the first library strike in Ohio took place when 16 custodians formed a picket line outside each of three branches of the Public Library sytem of Youngstown and Mahoning County. The workers were seeking to pressure the library system to accept the Service Employees International Union as a bargaining agent. An out-of-court settlement was reached after the stoppage got to the point where all three banches were forced to close down since one-third of the libraries' staffs honored the picket lines. (51)

Spring, 1973 -- City of Brisbane (Australia) Public Library

The first known report of a strike in Australian libraries came from Brisbane when 93 staff members in the 22 public libraries walked off their jobs. The union, which claimed that nearly 100 percent of the staff members were unionists, said that the prime issue was the staffing of libraries.

Proponents of the strike supported their claims by issuing apparently undisputed statistics. At the time of the strike there were 43,000 volumes in circulation per year per staff member in the Brisbane area, while in southern Australia the average was 25,00 volumes per year per staff members.

The 94 staff members in Brisbane served a population of 693,000. Such a population, according to the country's library standards, called for 277 staff members, of which 90 were required to be professionals. Brisbane had only 20 professional librarians. (13)

Secondary issues included a refusal by some librarians to accept transfer to new locations (56), and salaries. The latter issue was dramatized when it was learned that the city was trying to lure someone into the vacant post of chief library administrator with a salary of 9563 dollars. (14)

The strike lasted three weeks and apparently gained very little, if anything, for the staff. About a month after the strike had ended, the mayor of Brisbane was quoted in a speech:

> "[Subsidies to the libraries are] not considered to be on the basis that our libraries should be ancillary to the Education system . . . . The elected representatives . . . consider that libraries are fundamentally a recreational facility." (56)

Spring, 1973 -- Claremont (California) Colleges

When collective bargaining negotiations between library workers and the administration at the Claremont Colleges reached a stalemate after several months of talks, the union members voted 58 to 2 to authorize a strike. Although no one walked off the job, picket lines were established at the main library. (3; 46)

The main issue was salary, as noted in the leaflets and free lectures which publicized the workers' dissatisfaction. (39, p. 496)

Spring, 1973 -- Ryerson Polytechnical Institute (Toronto)

A one-day strike by 15 of 17 library employees at the Ryerson Polytechnical Institute Library was in response to the firing of their union local president. The unionists, members of the Canadian Union of Public Employees, used the tactic of calling in sick. (38)

Summer, 1973 -- Drexel University (Philadelphia)

Several Drexel University librarians refused to cross picket lines set up by nonprofessional library staff members. Soon after this incident, one of these librarians was fired from her position as head reference librarian. The University administration said the librarian was fired because of poor performance as an administrator, not because of her absence from work. (100)

The nonprofessionals had set up the picket line as part of a strike by disgruntled members of the AFSCME, which was having a difficult time negotiating its first contract with the University.

No formal complaints were filed concerning the firing of the reference librarian.

The unionists eventually voted out the AFSCME as their bargaining agent. (31, p.2223)

Summer, 1973 -- University of Chicago

About 80 percent of the librarians struck the University of Chicago, while student and faculty manned picket lines in front of the University library, in a one-day action protesting the firing of six librarians. Four of the six had been union members. The union formally petitioned the National Labor Relations Board concerning the dismissals of the four unionists. In 1974 it was ruled that the firings were not a result of the employees' union activities; they were legally dismissed. (33; 60; 93; 100, pp. 2224-5)

Summer, 1973 -- Ramapo-Catskill (New York) Library System

The nonsupervisory personnel (professional and nonprofessional) in the Civil Service Employees Association local for library workers and other county employees threatened but did not go ahead with a strike against the Ramapo-Catskill Library System. The union was demanding salary increases and the establishment of an agency shop.

After some negotiation, the union was given half the salary increases it demanded, and the agency shop question was sent to binding arbitration. The result of arbitration was not reported in the literature. (95, p. 2384)

Summer, 1973 -- Sault Ste. Marie (Canada) Public Library

Public libraries in Sault Ste. Marie were closed for an unreported amount of time as 24 "library workers" went on strike as part of a demonstration by city workers for a new contract. Ratification of a two-year agreement settled the problem. (95, p. 2384)

Autumn, 1973 -- Sir George William University (Montreal)

The Sir George William University Library was closed for an unreported period of time when the entire nonprofessional staff went on strike over issues of salary, working conditions, and fringe benefits. The walkout was terminated when the matters were sent into binding arbitration. No report has appeared in the literature concerning the outcome of arbitration. (87, p. 3218)

Autumn, 1973 -- Columbia University (New York City)

Nonprofessional staff members in Columbia University's cataloging department went on strike with other workers in New York City who were represented by the Drug and Hospital Workers Union. A three-year contract with salary increases sent the workers back to their jobs. (87, p. 3218)

Winter, 1973-74 -- Brown University (Providence, Rhode Island)

The library support staff, as a chapter of a maintenance union -- the Service Employees International Union -- voted 56 to 12 to strike the library at Brown University for improvements in salaries, promotion, and working hours. Although the library remained open, many faculty and students were said to have not crossed picket lines. The strike lasted two weeks, and the workers salvaged a new contract, gaining salary increases, new grievance procedures, health insurance, among many benefits. (16; 39, pp. 497-8)

Winter, 1973-74 -- Syracuse (New York) University

Nonprofessional staff members of the library at Syracuse University who belong to the Service Employees International Union

stayed off the job in December, 1973 and January, 1974. Picketing with signs reading "Crime Doesn't Pay -- Neither Does S. U.", workers said they were displeased with wages and the reaction of employers to political activity by employees. The unionists demanded a starting salary of 4800 dollars, a 20 percent increase from 4078 dollars. They also expressed concern about the establishment of an agency shop.

The strikers counted 109 among their numbers, leaving 36 non-professionals and 47 professionals to run the library. This weakened staff cut library hours by 12 hours a week and suspended subject and bibliographic reference service and answering reference questions by mail.

Final resolution of union demands has not been reported in the literature. (84)

Spring, 1974 -- British Museum

A four-year pay dispute over wages for government scientists in England came to a head when 121 of 173 members on the staff of the Boston Spa division of the British Museum walked out for one day of demonstrations. The staff members, who belong to the Institution of Professional Civil Servants, have been covered by the same contract which covers government scientists. The demonstration had little apparent effect on the dispute. (69)

Summer, 1974 -- British National Bibliography

A one-month strike by 21 of 50 librarians at the British National Bibliography occurred when management apparently refused to accept the Association of Scientific, Technical & Managerial Staffs

(ASTMS) as the librarians' bargaining agent. This refusal was despite a majority vote by the librarians to have the ASTMS represent them.

The problem was that the British National Bibliography was to be assimilated by the British Library, and both institutions were hesitant to make a change in employee contracts before the imminent takeover. However, by midsummer management officially recognized the ASTMS and recommended that the British Library continue the recognition after the change in management. (2)

Autumn, 1974 -- Queens Borough (New York) Public Library

A plan by the Queens Borough Public Library director to have librarians work on Sundays on a " 'mandatory basis' " without overtime pay resulted in a strike authorization by almost all of the 400 staff members. Soon after this threat, the director announced that pay Sunday work will be at time-and-a-half rates. (81)

General Comments

Although strikes and the like may bring results such as higher wages, shorter hours, more fringe benefits, and greater recognition by management of the needs of employees, librarians have also been concerned about other effects of traditional union activities. The very move into the more militant aspects of unionism has moved some to wonder about the appropriateness of such activities for professional librarians.

A reading of previous sections of this study will support the view that librarians have become less apt to see unionism as unprofessional and have been more willing than ever to adopt militancy in pursuing what they want. Nevertheless, the unionization movement is still

evolving and there are those inside and outside of the professional ranks who have not yet accepted unionism as a palatable feature of librarianship. Thus, the Coalition for Public Rights was established "to help school boards and administrators in opposing unionization of public employees." (94)

Librarians have become aware of the destructive aspects of unionism. The development of teacher unions has been cited as a presager of the development of librarian unions. This may allow librarians to avoid some of the problems encountered by teachers. For example, Library Journal has cautioned librarians on strike activity, noting that a strike can be detrimental to an institution -- the illustration being a "scuttled" school decentralization project in New York City as a result of a teacher strike. (9)

Further comment comes from England, where strikes at the British National Bibliography and the British Museum have led some citizens to argue over the propriety of librarians belonging to library unions or trade unions. The issue is how well librarians could employ "industrial action" without associating with workers in other fields. ("Industrial action" is apparently the British equivalent of America's "strike action" or "job action".) (90)

Despite all the accompanying reports on individual incidents and because of the lack of follow-up reports on many of these happenings, it should not be surprising that although the strike is a very significant problem in the library unionization movement, "there has been little discussion of the issue in library literature." (45, p. 13)

Until there is more discussion, the weighing of the good and bad points of this tactic will be left undone, and there is danger

that the device will used unwisely or not used when it is most needed.

Appropos of a knowledge of when and how to strike is one librarian's (facetious?) remark: "for God's sake, strike!" whenever one has to decide on whether or not to join colleagues who have decided to strike. The rationale here is that unions protect librarians too well to risk not following their dictates. In any case, there are too many ways union members can and do make life unhappy for the maverick non-striker. So are the feelings of one librarian, who nevertheless wonders how, during a strike, to take measures "just to enable [the library] to stay open at all." (28)

The apparent conflict raging in the mind of the librarian quoted in the above paragraph is the epitome of basic issues which are beginning to be noticed in the library unionization movement: How will it be possible to attain the status and goals of the unionized worker and still serve the worker's (librarian's) public?

FURTHER STUDY

Further work on the topic of library unionization might well include research into some of the following.

In many of the individual incidents mentioned in this paper, resolution of the issues were not available in the literature. How were these local issues resolved?

What are the statistics for library strikes in the past five years? (See Table 2; p. 34)

What is the up-to-date status of state anti-strike laws? How do these laws specifically affect librarians? (See Table 3; p. 36.)

Is there unionization activity among librarians in elementary, high school, and special libraries?

How extensive are collective bargaining laws throughout the states? How do they affect librarians? A starting point for answering these questions might be Trelles. (86)

What is the relationship between library unions and professional organizations? (4; 10; 48; 75)

How will enforcement of such federal legislation like the Comprehensive Employment and Training Act and HR8677 (1973) affect library unionization? (19)

What can be learned from union activities in other professions and/or in other countries?

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